

Faculty age groups	Frequency	Percent
25 - 29	1	1.3
30 - 34	5	6.7
35 - 39	3	4.0
40 - 44	4	5.3
45 - 49	10	13.3
50 - 54	16	21.3
55 - 59	19	25.3
60 - 64	10	13.3
70 +	1	1.3
Age not reported	6	8.0
Total	75	99.8

Years to go until retirement	Frequency	Percent
Less than 1 year	5	6.7
1 more year	2	2.7
2 years	4	5.3
3 years	4	5.3
4 years	2	2.7
5 years	4	5.3
6 - 9 years	9	12.0
10 - 15 years	17	22.7
16 years or more	12	16.0
Don't Know	11	14.7
Missing	5	6.7
Total	75	100.1

Variable	N	Mean	Minimum	Maximum	Standard Deviation
Hours worked per week					
Full-time faculty	66	52.6	32	80	10.3
Part-time faculty	9	24.8	12	42	12.7
Total years of experience	73	12.0	0.5	40	10.8
Total number of faculty jobs	73	2.1	1	11	1.9
Number of years in current job	72	6.4	0	29	6.4
Age at which a faculty career was chosen	72	34.7	16	56	10.8
Age at first faculty job	73	37.2	23	57	9.7

“Pull” factors for current faculty when first considering a nursing educator career

Current faculty members were asked to describe at least three reasons why the faculty role appealed to them when they first considered a career in nursing education. They responded with seven major factors summarized in Table 1. The most frequently mentioned idea was that nursing education was seen as provided attractive opportunities and benefits. These opportunities and benefits covered a wide range, but each was seen as valuable by the person responding to the question. Specifically, they mentioned flexible and family-friendly schedules; the belief that teaching was less stressful than clinical work; the availability of a job close to home; good pay and benefits; respect and admiration for the school at which they interviewed; and a new career opportunity at the right time. Some quotes expressing these ideas are:

“Flexibility of schedule/hours. I have 3 teenagers, and being able to be home in the afternoons is important. Having time off with them at holidays and in the summer also allows me to enjoy them when in other jobs I might not have that opportunity.”

“Manageable stress. In my previous jobs in management, I was always hiring, firing, counseling, and working to keep staffing where it should be to provide optimal care to the clients in our SNF. In my teaching role the stresses are there, but at a much less intensity.”